

DAVIDSONWORKS BOARD MEETING

Minutes

- DATE:** Thursday, March 29, 2018
- TIME:** 8:00 A.M.
- PLACE:** DavidsonWorks
- MEMBERS:** Board Chair-Neal Grimes, Vice Chair-Jane Murphy, Scott Biesecker, Don Clinard, Lee Comer, David Davis, Randy Everhart, Steve Googe, Steve Lineberger, Dan Matthews, Richard Michaels, Dale Moorefield, Sandy Motley, Pat Phillips, Dr. Mary Rittling, Hal Routh, Mike Sharpe, Barry Sink and Ellen Welborn,
- MEMBERS ABSENT:** Kevin Chapman, Dr. Russ Gobble, Stacy English, Jeff McIntyre, Eddie Lothridge, Steven Moore, Fred McClure, Steve Shell and Buck Yarborough
- STAFF:** Pam Walton, Beth Mitchell and Eric Torrence
- GUESTS:** Kent Beck, Jonathan Brown, John Burke, James Carmichael, Jim Crawford, Cheryl Jeffries, Darrick Horton, Carolyn Milliron, Burr Sullivan, LeeAnn Tuttle-Thomas and Dr. W.V. Yarbrough
- HANDOUTS:** Agenda / Minutes / Questions for Board of Education members (Taken from the public survey sent from the Lexington Board of Education)

RECAP of March 29, 2018 Meeting

1. Board Chair-Neal Grimes called the meeting to order and introductions were made
2. Minutes from the October 26, 2017 were approved
3. Pam Walton gave the WDB an update on RFP for Adult/Dislocated Worker/ One-Stop Operator
4. Open discussion with Thomasville and Lexington Board of Education members
5. Committee updates

I. Welcome / Introductions

Board Chair – Neal Grimes called the meeting to order and thanked everyone for attending. He acknowledged the number of guests attending and expressed gratitude for the interest in today’s topic. Lexington City Schools and Thomasville City Schools are searching for new Superintendents and the Lexington City School Board put out a questionnaire for citizens to provide input on what is wanted/needed in the next Superintendent. Neal thanked Barry Sink for the idea of inviting representatives from the Lexington City and Thomasville City School Boards to have an open discussion about what the WDB would like to see in a new

Superintendent. The success of our schools and the success of our students impacts what DavidsonWorks does and the success of our entire community.

Neal introduced the guests listed above and then invited Board members to introduce themselves.

II. Approval of Minutes

Meeting minutes from the October 26, 2017 WDB meeting were unanimously approved with no corrections. Steve Googe made a motion to approve them, and Don Clinard seconded the motion.

III. DavidsonWorks RFP Update

Pam Walton also thanked everyone for attending. She let everyone know that all our meetings are open meetings and anyone can attend any of them. She acknowledges her appreciation for the community support.

Pam gave an update on the Request for Proposal for providing Adult/Dislocated Worker/One-Stop-Operator services for DavidsonWorks. The RFP was released two weeks ago. It was advertised and sent out to an extensive email list of potential bidders. There was a mandatory bidder's conference scheduled for yesterday and no one attended. The plan is to wait until the submission deadline of April 13, 2018 passes and then go from there.

Neal and Pam both expressed gratitude to the County for providing space that allows our services to remain in-house since we have put out RFP's for four years now with no bidders.

IV. Open Discussion with Lexington and Thomasville City School Board members

Barry Sink opened the conversation by recalling the former Education Committee, made up of the Community College President, three Superintendents, and the Workforce Board Director, and how much that committee got accomplished. In recent years, the Superintendents have not been attending and we have been operating in the silos of education and business. It is critical that they cross and that committee, and the workforce development board, are the ideal place for them to intersect.

Barry recently visited a Toyota plant in KY and saw what can happen when business and education collaborate. Toyota hires 8000 people there and the line workers make \$60K a year. Pat Phillips agrees and said DCCC has examples of students with 2 year degrees making more than most DCCC staff. Board member comments included that our workforce is not there yet and that math needs to be pushed in elementary school, long before students get to high school.

Lee Comer asked if the missions of the workforce development board and the school boards overlap. LeeAnn Tuttle-Thomas has started a CTE Advisory Board for Davidson County Schools that allows conversation between businesses and K-12.

Burr Sullivan spoke up to piggyback on what Lee and Barry said. He reiterated that a new Superintendent should be involved on the Workforce Development Board and on the two Chamber of Commerce Boards. The Superintendents also have a contractual obligation to serve on the Yadkin Valley Board. There was a four way agreement that Yadkin Valley be run by all three school systems and DCCC. They cannot get the vision and mission out if they are not involved. He wants to see the Superintendents committed to being involved in the business community. Jonathan Brown added that everyone needs to be at the table and forget about who is from Thomasville and who is from Lexington. Good example is at DCCC where all the students are their students, regardless of where they are from. Our kids are suffering from adult problems and everyone needs to band together to give the kids the best opportunities.

Dr. Rittling advised the school boards to seek someone who is a risk taker and not afraid to try new ideas. Thomasville and Lexington City kids can be marginalized students and there is value to be found if you take risks. An example is with the Career and College Promise students. There has always been a transportation concern of how to get them to the College. There is always a solution, but everyone has to work together. New Superintendents must understand 21st century education. That is not what we have now. It's about the kids so we have to look at things a different way, collaborate, and adapt to the changes happening.

Jim Crawford encourages finding Superintendents who support authentic learning. At Yadkin Valley they have business people in the classrooms teaching Junior Achievement curriculum. Those business people are the ones who hire, and we need to have business leaders involved in schools.

James Carmichael agreed that any school system needs to be engaged in the community. He visited the Toyota plant in KY with Barry and mentioned how there are only 8-10K people who live in that county, but Toyota employs 8K. Which comes first, the skilled workforce or the company? Toyota's biggest concern is getting people to show up. They can teach the skills, as long as people are there. One educator there changed the way he grades because schools currently grade on how well students do on a test, but don't measure how often they show up. Barry agreed that soft skills, such as critical thinking, teamwork, problem solving should be hammered in to students in schools. Toyota calls soft skills "essential skills."

Steve Gooze also visited the KY Toyota plant 10 years ago. He's recruited companies from Europe, such as Unilen and Egger. He answered James Carmichael's question by saying that the skilled workforce comes first and without that we won't see companies coming here. It needs to start in early grades convincing students that manufacturing is not a bad thing. He previously spoke with the Commissioners and requested to take 10 business men from our community to tour educational entities in Europe. They instructed him to invite the superintendents. All three of the superintendents said they know the European model and that it won't work here. He encouraged the school boards to seek open minded candidates who are willing to leave their desks and see what others are doing. We live and work in a global community, not just a local one.

Steve Lineberger asked the school boards where their vision and mission come from because he wasn't sure if it came from the state or local government, the school board, or the superintendent. He wondered where we want to be in five years because it seems unfair to

hire someone and not be able to tell them where we are expecting them to be in five years. His advice was to start with the vision, find the right candidate for that vision, and then we will be able to get there.

John Burke, from the Lexington City School Board, responded to Steve by asking who, in private industry, decides the direction. The answer was the CEO and Board. John noted that it is different in the public sector. It is about building consensus. Some groups feel one way, other groups feel a different way. They are now on a “listening tour” and hearing what interested groups have to say. Then, from that, they will interview. They won’t have a five year plan upon hiring someone. Once a superintendent is hired, they will go back out into the community, listen more, and then develop a plan. They need a community willing to engage in schools and there are plenty of opportunities to engage. One example is the CTE Advisory Boards. If we have an idea to engage an elementary or middle school, we should call the Principal. We don’t have to wait to be asked. We need a strong leader, but we set them up to fail if we expect one person to fix everything.

Steve Gooze asked if participation in the Education Committee could be made part of their job description and John Burke responded that they can’t commit to anything. Many boards in the community want the Superintendent’s participation and now they are only listening.

Steve Lineberger recommends considering the five year plan before hiring instead of waiting, or at least use the Education Committee to come up with the five year plan since it represents the community. Barry Sink agreed and encouraged the school boards to reach out to the WDB. Thomasville reached out last year and now businesses are helping develop the manufacturing academy. Burr Sullivan also agreed and hopes that at the end of the listening tours, both school systems will mandate the Superintendent to be involved in the WDB and Education Committee. Otherwise, we are setting them up for failure.

Dan Matthews spoke up and said that he used to be on an advisory council for a school. He was discouraged because the principal was concerned more with having good test scores than keeping kids from dropping out. He recommends hiring someone who will be okay with lower test scores but have everyone included.

Richard Michaels reminded everyone that Vocational Rehabilitation will work with kids in schools and that there are two counselors assigned to work with all nine high schools. If the school systems, or a business, needs assistance helping someone with a disability be successful in school or at work.

At the end of the discussion, Darrick Horton announced that Lexington City School Board will have another open forum on 4/17/18 at 6 pm at Lexington Middle School. He thanked everyone for providing their input.

James Carmichael reported that the Thomasville City School Board will have two, and possibly three, new board members. He will take back what was said in this meeting to the others, and he cannot imagine a new superintendent not being part of the Education Committee and WDB.

V. Committee Updates

Youth Council

Don Clinard stated that the previous Youth Council meeting involved monitoring the contract with DCCC. The next meeting will be next week on Thursday, 4/5/18, at noon.

NCWorks Committee

Dale Moorefield reported that at the last committee meeting, soft skills was a big topic of discussion that fits into the discussion had today.

Next meeting

The next WDB meeting is scheduled for Thursday, May 31, 2018

Adjournment

Time having expired; the meeting was adjourned.